# Military Intelligence Branch

***Building Future Leaders Today!***

**LTC RICHARD H. SADDLER**

**Chief, Military Intelligence Branch**

# FY ‘03 LTC Promotion Analysis

- **PZ ARMY SELECTION : 79.6%**
- **PZ MI BRANCH AVERAGE: 73.7%**
  - **MI REQUIREMENTS 18**
  - **AZ SELECTION - 6/113 5.8%**
  - **PZ SELECTION - 70/95 73.7%**
  - **BZ SELECTION - 2/100 2.0%**

22 July 2003

# FY ‘03 LTC Promotion Analysis

- Analyzed MI primary zone population promotion rate:  73.7%
  - **PZ selection – 73.7%  (MI overall – 9.7% <u>increase</u> from last year)**
  - **Competitive selection rate for AZ**
    - **FY 03 Army AZ selection rate, 49 out of 766 (6.4%)**
    - **FY 03 MI – 6 selected out of 103 ( 5. 8%)**
  - **Significant decrease in MI requirements continues:**
    - **FY 01 - 93  FY 02 – 43  FY 03 - 18**

# FY ‘03 LTC Promotion Analysis

- **TRENDS:**
  - **Branch is slightly below the Army average, but significantly above the requirement (70 promoted out of 18 required)**
  - **XO/S3 is a must**
  - **Complete the record with strong manner of performance -- ok**
  - **Balance assignments ECB and INSCOM**
    - **INSCOM & FORSCOM recency counts**
  - **NO CSC -- NO Selection**
  - **Education -- % increasing in importance (Masters or higher)**

- **Keys to Success: Mentoring points**
  - **CSC – not optional**
  - **Branch qualifying jobs as XO or S3 in Ops field**
  - **Performance in tough jobs –ACE Chief & CTC is**

# OPMS III -- MI CFD RESULTS

- **Former MI officers did well overall in 5 out of**

**Overall:**

- **MI CFD Eligible/Selected: 40 / 27 (67.5%**
- **Army CFD w/ MI Officers**
  **Eligible/Selected: 252 / 185 (73.4%**
- **Total Army CFD**
  **Eligible/Selected: 1496 / 1178 (78.7**
- **MI Branch Eligible/Selected: 95 / 70 (73.7%**
- **No CSC – NO PROMOTE**
- **CFD Officers MUST work functional area**

# Background

- Commissioning Source
  - ROTC: 79% selected (52 of 66)
  - OCS: 60% selected (12 of 20)
  - USMA: 75% selected (6 of 8)
  - Other: 0% selected (0 of 1)
- Prior Service: 61% selected (25 of 41)
- Prior Branch: 68% selected (27 of 40 )

# Education

- Military
  - CSC graduate: 84% (70 of 83 )
    - Resident: 98%  (51 of 52)
    - Non-Resident: 61%  (19 of 31)
  - CAS3 highest level: 0% (0 of 12)
  - JPME II:  100% (4 of 4)
  - SAMS:  100% (1 of 1)
  - PGIP: 100% (13 of 13)
- Civilian
  - Masters or higher:  87%  (48 of 55)
  - Bachelors:  55% (22 of 40)

# Experience

- Command
  - Company: 74% (59 of 80)
  - Detachment only:  71% (10 of 14)
  - No Command: 0% (0 of 1)
  - Multiple Commands:  100%  (4 of 4)
  - Average months per command: 15

# Experience

- Command Location
  - ECB: 76%  (38 of 50 )
  - ECB Only: 76%  (37 of 49 )
  - INSCOM: 75%  (24 of 32)
  - INSCOM Only: 74% (23 of 31)
  - TRADOC: 50% (5 of 10)
  - TRADOC Only: 38%  (3 of 8)
  - USAREC: 100% (1 of 1)

# Experience

- XO/S3
  - Yes: 86%  (68 of 79) (13.8 average months)
    - XO only: 86% (32 of 37)
    - S3 only:  83%  (30 of 36)
    - Both XO and S3: 100%  (5 of 5)
  - In XO/S3 position at time of the board with less than 12 months total time:  79% (11 of 14)
  - No:  13%  (2 of 16)

# Experience

- XO/S3 Location
  - ECB: 88%  (28 of 32)
  - ECB Only: 87%  (27 of 31)
  - INSCOM: 87% (26 of 30)
  - INSCOM Only:  87%  (26 of 30)
  - TRADOC: 100% (6 of 6)
  - TRADOC Only: 100%  (6 of 6)
  - USAREC:  83% (5 of 6)
  - Garrison XO: 100% (2 of 2)

# Experience

- S2
  - Battalion: 74% (54 of 73)
  - Brigade: 73% (35 of 48)
  - Both: 71%  (25 of 35)
- ACE Chief:  81%  (13 of 16)
- CTC Assignment:  90% (9 of 10)
- Joint
  - Joint certified: 100% (2 of 2)
  - Serving In:  90% (9 of 10)
- Deployed:  72%  (43 of 60)

# Assignment History

- **Echelon Corps and Below in the last five years: 72%  (47 of 65 )**
- **ECB over five but less than ten years ago:  80%  (16 of 20)**
- **ECB over ten years ago:  71%  (5 of 7)**
- **ECB never: All served ECB**
- **INSCOM last 5 years:  85% (40 of 47)**
- **INSCOM over 5 but less than 10 years ago:  54%  (7 of 13)**
- **INSCOM over 10 years ago:  50%  (3 of 6)**
- **INSCOM never:  66%  (19 of 29)**
- **Both ECB and INSCOM last 5 years:  86%  (20 of 23)**
- **Neither ECB nor INSCOM last 5 years:  50%  (3 of 6)**
- **TRADOC Anytime:  75%  (33 of 44)**

# FY 01, 02, 03 LTC Promotion Comparison

| | FY 03 | FY 01 | FY 02 |
|---|---|---|---|
| • PZ Army Average: | 79.6% | 75.7% | 77.3% |
| • PZ Branch Average: | 73.7% | 73.1% | 67.4% |
| • Requirement: | 18 | 96 | 43 |
| – AZ | 6/103 | 7/106 | 15/101 |
| – PZ | 70/95 | 122/167 | 64/95 |
| – BZ | 2/100 | 8/108 | 3/102 |

# Background

| | FY 03 | FY 01 | FY 02 | | | |
|---|---|---|---|---|---|---|
| • Commissioning Source | | | | | | |
| – ROTC: | | **79%** | 70% | | 58% | |
| – OCS: | **60%** | 59% | | 60% | | |
| – USMA: | | **75%** | 91% | | 80% | |
| – Direct Commission: | | | | N/A | 100% | 100% |
| • Prior Service: | | | 61% | 67% | | 60% |
| • Prior Branch: | | | 68% | 65% | | 58% |

# Education

| | FY 03 | FY 01 | FY 02 | |
|---|---|---|---|---|
| • Military | | | | |
| – CSC graduate: | **84%** | 79% | 74% | |
| • Resident: | **98%** | 91% | 90% | |
| • Non-Resident: | **61%** | 64% | 52% | |
| – CAS3 highest level: | **0%** | 0% | 0% | |
| • Civilian | | | | |
| – Masters or higher: | **87%** | 79% | 86% | |

# Experience

| | FY 03 | FY 01 | FY 02 | |
|---|---|---|---|---|
| • Command | | | | |
| – Company: | **74%** | 72% | 66% | |
| – Detachment only: | | **71%** | 75% | 44% |
| – No Command: | | **0%** | N/A | N/A |
| • XO/S3 | | | | |
| – Yes: | **86%** | 86 % | | 76% |
| – **No:** | **13%** | 44% | 25% | |

# Experience

| | FY 03 | FY 01 | FY 02 | | |
|---|---|---|---|---|---|
| • S2 | | | | | |
| – Battalion: | **74%** | 70% | 68% | | |
| – Brigade: | **73%** | 68% | 63% | | |
| – Both: | **71%** | 64% | 67% | | |
| • **ACE Chief:** | **81%** | 85% | | 78% | |
| • CTC Assignment: | | | 90% | 67% | 70% |
| • **Joint:** | **92%** | 66% | | 50% | |
| • Deployed: | | 72% | 72% | 58% | |

# Assignment History

| | FY 03 | FY 01 | FY 02 |
|---|---|---|---|
| • Echelon Corps and Below in the last five years: | 72% | 79% | 70% |
| • ECB over five but less than ten years ago: | 80% | 57% | 48% |
| • ECB over ten years ago: | 71% | 86% | 57% |
| • ECB never: | N/A | 50% | N/A |
| • INSCOM last 5 years: | 85% | 79% | 56% |
| • INSCOM over 5 but less than 10 years ago: | 54% | 64% | 79% |
| • INSCOM over 10 years ago: | 50% | 100% | 50% |
| • INSCOM never: | 66% | 63% | 61% |
| • Both ECB and INSCOM last 5 years: | 86% | 86% | 64% |
| • Neither ECB nor INSCOM last 5 years: | 50% | 33% | 57% |